

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 776 - SB 1664

March 3, 2009

SUMMARY OF BILL: Prohibits employers from discriminating against an employee on the basis of sex by paying a salary or wage rate less than the amount paid to an employee of the opposite sex for comparable work with comparable skill, effort, responsibility, and similar working conditions. Authorizes the Commissioner of the Department of Labor and Workforce Development to carry out, administer, and issue rules and regulations to eliminate unlawful pay practices under this Act. Requires the Commissioner to establish a program to provide for the recognition of employers that conduct voluntary job evaluations and adjust wage scales using guidelines developed by the Department. Authorizes the Commissioner to provide technical assistance to employers for wage scale evaluations.

ESTIMATED FISCAL IMPACT:

Increase State Revenue – Not Significant
Increase State Expenditures - \$223,500/Recurring
\$21,000/One-Time

Increase Local Revenue – Not Significant
Increase Local Expenditures – Not Significant

Assumptions:

- The provisions of the bill do not apply to local government.
- Any increase in state or local government revenue and expenditures arising from an increase in court cases is estimated to be not significant.
- The Department of Labor and Workforce Development will require five new positions (three inspectors and two administrative assistants) to implement the provisions of the bill. The recurring cost for salary and benefits for these positions is estimated to be \$193,500. Travel (for three of the positions only), and office space costs are estimated to be \$30,000 annually. The one-time cost for equipment for these positions is \$21,000.

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- If the Tennessee Economic Council on Women decides to conduct research as set forth in the Act, the Council may incur additional costs.

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, reading "James W. White". The signature is written in a cursive, flowing style.

James W. White, Executive Director

/cce